



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE CENTER AND FORT HUACHUCA
1903 HATFIELD STREET
FORT HUACHUCA ARIZONA 85613-7000

ATZS-CG

5 July 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: POLICY 119 – Fort Huachuca Water Use Mitigation Policy

1. Fort Huachuca has an obligation to be a responsible steward of our desert environment. Water conservation is required at Fort Huachuca, and constitutes part of the Fort's compliance with the Endangered Species Act. One way we can accomplish this legal mandate is to implement mitigation methods whenever the number of employees, to include contractors, increases. This policy memorandum instructs all organizations and tenant activities on how to mitigate water consumption whenever the size of their workforce increases.
2. Fort Huachuca was issued a Biological Opinion by the US Fish and Wildlife Service (USFWS) on 23 August 2002. In that document, Fort Huachuca agreed to stringent water management practices to reduce potential effects on threatened and endangered species and avoid adverse modification of their designated critical habitat in the San Pedro River Basin. The USFWS monitors the installation's compliance with the Biological Opinion, and expects each year's water use to be less than the previous year.
3. To comply with the Biological Opinion, and allow for mission requirements, any organization increasing its overall personnel strength in the Fort Huachuca area must mitigate the water use associated with these additional personnel and their family members. This mitigation policy also applies to contract employees working on the installation.
4. Each employee adds direct, indirect and cumulative water usage for themselves, their families, and within the community. Mitigation will be assessed based on increases from the organization's personnel baseline on 30 September 2001, as reflected in the Post Population Report (PPR) (enclosure).
5. Mitigation for large increases (over 30 personnel associated with a single project or action) in personnel, to include civilian contractors who work on post, will occur prior to the personnel increase or hiring action. Otherwise, mitigation will be paid when the annual 30 September PPR is issued. Mitigation may be accomplished by the gaining organization in at least two ways. Either method must be coordinated through the Environmental and Natural Resources Division, Directorate of Public Works (DPW).

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a. The first mitigation method is on-site. For organizations with large facilities, conservation technology may be installed in their facilities if it will completely mitigate the increased water use of the additional personnel. However, this will be done at the gaining organization's expense.

b. If the organization increases personnel and cannot reduce water use at their facilities sufficiently on their own, the second method of mitigation requires working with the DPW. Cost for this mitigation method is \$1,500 per additional employee. This money will be paid to the DPW and is a *one-time fee per position added*. The fee applies to all personnel increases, regardless of where the employee or contractor worked or was located prior to the hiring action. The mitigation fee is not an augmentation to the Garrison's appropriated funds budget because it pays to mitigate water consumption resulting from personnel increases that have not been otherwise funded by Department of the Army in the Garrison's annual budget.

c. Finally, organizations may develop in coordination with the DPW, a hybrid of the above two mitigation methods.

6. Mitigation fees for temporary personnel increases, new processes that use water or existing processes that increase water use will be based on the specific action, and will be assessed according to the amount and duration of the increase in water use. Estimated water use will be calculated based upon the mission, the number of personnel, whether personnel are TDY or permanent party, and other factors. Fees will be based upon a charge of \$1,500 per acre foot per year, as a one-time fee for the increase.

7. The proponent for this Policy Memorandum is the DPW, Environmental and Natural Resources Division, ATZS-ISB. The point of contact is Mr. Robert Bridges, Environmental and Natural Resources Division, at 533-1863.



Encl

BARBARA G. FAST
Major General, USA
Commanding

DISTRIBUTION: E

POST POPULATION														
FORT HUACHUCA, AZ										AS OF 30 SEPTEMBER 2001				
	PARTNERS/TENANTS	:	:	OFFICERS	:	WARRANTS	:	ENLISTED	:	TOTAL MILITARY	:	CIVILIAN	:	TOTAL
1	USAIC&FH (FORT HUACHUCA)	:	*	197	:	60	:	1556	:	1813	:	686	:	2499
2	USAIC&FH (STUDENTS)	:	**	388	:	5	:	2265	:	2658	:	0	:	2658
3	USASC	:	:	47	:	9	:	119	:	175	:	392	:	567
4	11TH SIG BDE	:	:	113	:	29	:	1461	:	1603	:	9	:	1612
5	DFAS (DMPO)	:	:	0	:	0	:	4	:	4	:	18	:	22
6	NAV TECH TRG DET	:	:	0	:	1	:	14	:	15	:	0	:	15
7	MC ADMIN DETACHMENT	:	:	4	:	0	:	39	:	43	:	0	:	43
8	US AIR FORCE	:	***	1	:	0	:	39	:	40	:	5	:	45
9	MEDDAC	:	:	52	:	0	:	139	:	191	:	181	:	372
10	DENTAC	:	:	4	:	0	:	10	:	14	:	20	:	34
11	USACECOM- (ISEC)	:	:	18	:	4	:	20	:	42	:	292	:	334
12	USACECOM, CSLA	:	:	1	:	0	:	6	:	7	:	121	:	128
13	USACECOM, RD&E CENTER	:	:	0	:	0	:	0	:	0	:	1	:	1
14	USACECOM-Acquisition Center	:	:	0	:	0	:	0	:	0	:	28	:	28
15	US ARMY COMM-ELEC CMD	:	:	0	:	0	:	0	:	0	:	12	:	12
16	USAMC Log Sup Act	:	:	0	:	0	:	0	:	0	:	1	:	1
17	USASMR/EPG	:	:	1	:	0	:	0	:	1	:	127	:	128
18	DECA	:	:	0	:	0	:	0	:	0	:	62	:	62
19	JITC, JIEO	:	:	17	:	1	:	11	:	29	:	126	:	155
20	USATMDE SPT CTR	:	:	0	:	0	:	0	:	0	:	5	:	5
21	USACID	:	:	0	:	4	:	5	:	9	:	1	:	10
22	ARMY AUDIT AGENCY	:	:	0	:	0	:	0	:	0	:	5	:	5
23	FOREIGN LNO	:	:	9	:	0	:	0	:	9	:	3	:	12
24	CSD-WEST USAINSCOM	:	:	0	:	0	:	0	:	0	:	1	:	1
25	902ND MI GP - 308TH MI BN	:	:	0	:	1	:	5	:	6	:	3	:	9
26	INSCOM (ITRADS)	:	:	0	:	2	:	1	:	3	:	16	:	19
27	US ARMY CORPS OF ENGINEERS	:	:	0	:	0	:	0	:	0	:	7	:	7
28	DOD DEF SECURITY SERVICE	:	:	0	:	0	:	0	:	0	:	10	:	10
29	DOD DRMO	:	:	0	:	0	:	0	:	0	:	1	:	1
30	TEXCOM IEWT DIR	:	:	14	:	2	:	33	:	49	:	40	:	89
31	USA CTED STU DET (DA INT)	:	:	0	:	0	:	0	:	0	:	35	:	35
32	WCPOC	:	:	0	:	0	:	0	:	0	:	130	:	130
33	USARL	:	:	0	:	0	:	0	:	0	:	4	:	4
34	INS, R&D FIELD OFFICE	:	:	0	:	0	:	0	:	0	:	2	:	2
35	ARMED FORCES (RECRUITING)	:	:	0	:	0	:	8	:	8	:	0	:	8
36	ACT ARMY RESERVE	:	:	0	:	0	:	4	:	4	:	17	:	21
37	JTUAV FORT HUACHUCA	:	:	1	:	0	:	0	:	1	:	0	:	1
38	USAANG (FH)	:	:	0	:	0	:	0	:	0	:	2	:	2
39	US FOREST SERVICE	:	:	0	:	0	:	0	:	0	:	1	:	1
40	DOCUMENT AUTOMATION & PRODUCTION SVCS	:	:	0	:	0	:	0	:	0	:	3	:	3
41	DOD AREA FREQUENCY COORD - AZ	:	:	0	:	0	:	0	:	0	:	3	:	3
42	GSA FLEET MGT CTR	:	:	0	:	0	:	0	:	0	:	1	:	1
43	VETERANS ADMINISTRATION	:	:	0	:	0	:	0	:	0	:	8	:	8
44	BORDER PATROL	:	:	0	:	0	:	0	:	0	:	11	:	11
45	DEPARTMENT OF INTERIOR	:	:	0	:	0	:	0	:	0	:	31	:	31
46	JOINT OPERATIONAL TEST BED SYSTEM	:	:	0	:	0	:	0	:	0	:	10	:	10
47	AZ DEPARTMENT OF ENVIRONMENTAL QUALITY	:	:	0	:	0	:	0	:	0	:	1	:	1
SUBTOTAL		:	:	867	:	118	:	5739	:	6724	:	2432	:	9156
OTHER SUPPORT PERS/ACT														
1.	NAF PERSONNEL	:	:	0	:	0	:	0	:	0	:	336	:	336
2.	CONTRACT PERSONNEL	:	:	0	:	0	:	0	:	0	:	1573	:	2203
3.	AAFEES/CONCESSIONARIES	:	:	0	:	0	:	0	:	0	:	349	:	349
4.	BANK	:	:	0	:	0	:	0	:	0	:	22	:	22
5.	CARLSON WAGONLIT TRAVEL	:	:	0	:	0	:	0	:	0	:	8	:	8
6.	SCHOOLS	:	:	0	:	0	:	0	:	0	:	217	:	217
7.	POST OFFICE	:	:	0	:	0	:	0	:	0	:	5	:	5
8.	RED CROSS	:	:	0	:	0	:	0	:	0	:	3	:	3
9.	CREDIT UNION	:	:	0	:	0	:	0	:	0	:	6	:	6
3149														
TOTAL OF ALL CATEGORIES				867	:	118	:	5739	:	6724	:	4951	:	12305
ACTIVE DUTY DEPENDENTS														
Active Duty Dep On-Post		4151												
Active Duty Dep Off-Post		1895												
There may be double-counting of dependents also employed on Post														

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APPENDIX H

OFF-POST CONTRACT PERSONNEL

		As of							
		*9/30/2001	For FY 01						
		ON-POST	ON-POST MANYEARS		OFF-POST	OFF-POST MANYEARS	APPROX		
NAME		CONTR	EQUIVALENTS		CONTR	EQUIVALENTS	POC	PHONE'	
DOC		448	443		22	22	Ms Parra		
							Ms Rose		
							Mr. Marlow		
EPG(average)		426	426		0	0	Ms Bobb	3-8327	
CECOM									
Acquisition Contract Ofc		16	16		0	0	Ms Baker	88243	
CSLA		44	44		3	3	Ms Cusack	87553	
ISEC		114	94.5		99	81	Mr. Hughes	83067	
CECOM-Software		90	90		143	143	Bill Walker	86188	
Aerostat		29	29		0	0	Jeff Porter		
Corp of Engr		40	3.3		0	0	Ellen Bartish	8-0680	
JITC									
Validity		174	174		1	1	Dan Slaven	80418	
Interop		174	173.75		0	0			
TRW		161	158		17	15.6			
Def Intel Agency(DIA)		10	9		0	0	Chris Withers	34037	
TUAV- Redstone		44	44		3	3	Maj Gage	452-9060	
DECA		32	25		0	0	Ms Carbajal	ext 100	
HQASC/USANETA		224	224		0	0	Gordon Lewis	86981	
TEXCOM/(IEWTD)		37	36.72		1	0.27	Ken Smith	88818	
TRICARE		36	36		0	0	Joe Askounes	30283	